DEUTSCHE AFRIKA-LINIEN
JOHN T. ESSBERGER

news

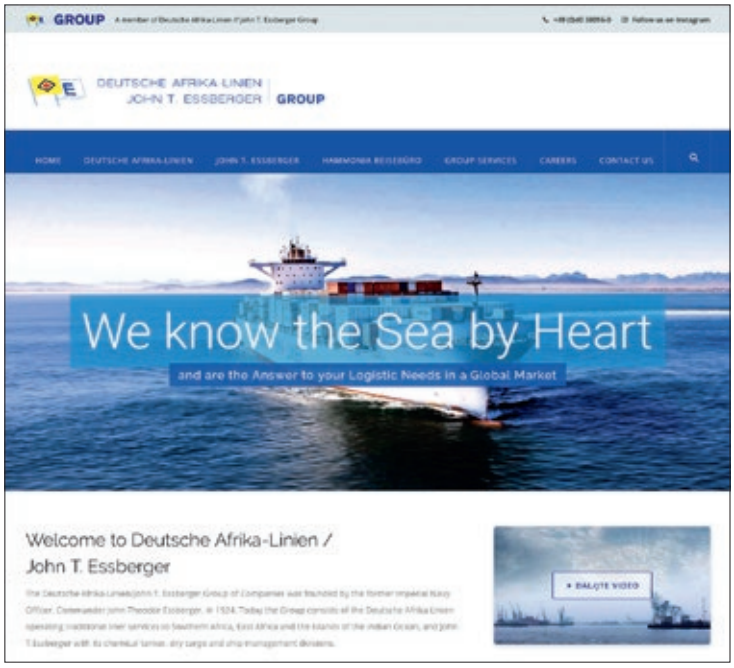
October/2019 The Group's In-House Magazine www.rantzau.de

DAL/JTE launch more user-friendly website to include social media

Service pages are more easily to access/Careers page provides an own platform

A website is not just an important communication tool, it is also a kind of business card for the company. In August 2019, Deutsche Afrika-Linien/John T. Essberger launched their completely new website at www.Rantzau.de, which is more dynamic, clearer and more user-friendly as well as better suited to smaller formats of mobile devices. The service pages can now be accessed much faster, which is particularly relevant for the container business in liner shipping and all the information about Essberger Tankers' fleet. The newly created Careers page provides a platform for applications from potential shore and sea personnel. Social media – in this case Instagram – addresses mainly young people who wish to start a career in shipping.

When you take a closer look at the website you will notice that none of the information featured on the previous website is missing, also the company's history and archive material as well as the online version of DAL/JTE News are still available. All websites are constantly under construction to include updates and new additions. But we now have the right module into which we can quickly add topical information. The relevant departments do this themselves. The DAL/JTE website is also addressed at a very young audience, namely career-seeking newcomers. Just like many other German companies, the shipping industry urgently requires new trainees/apprentices. A website can help pupils and students to familiarise themselves with the opportunities a career in shipping can offer. Our contact is the Human Resources department, headed by Silke Steinfurt. DAL/JTE interviewed her concerning this special topic *(page 8)*.


GROUP
DEUTSCHE AFRIKA-LINIEN
JOHN T. ESSBERGER GROUP
We know the Sea by Heart
and are the Answer to your Logistic Needs in a Global Market
Welcome to Deutsche Afrika-Linien / John T. Essberger

"Seute Deern" sunken – the end of a legend?

Exactly 100 years ago, the 75-metre-long barque "Seute Deern" ("Sweet Girl") was put into service. Now she has sunk. From 1939 to 1954, company John T. Essberger initially used the wooden three-masted schooner as a sail training ship, and after the war as a floating hotel in the port of Hamburg. Since 1972, she has been lying in Bremerhaven's German Maritime Museum as a museum ship, *(continued on page 2)*

Our South Africa liner service which we operate with our SAECS partners is a pillar of the DAL/JTE Group. The quality service we provide is widely appreciated. Its main customers are the automobile and perishable fruit industry. Understandably, just-in-time delivery is paramount. This service currently faces formidable challenges due to the tense situation in South Africa's congested ports. The reasons are manifold but mainly due to inadequacies in the port and terminal management: illegal strikes, IT problems, electricity supply outages, container bridge breakdowns, lack of qualified staff and lack of an assertive top management. The consequences are unacceptable. In the ports, which charge some of the highest port dues worldwide, waiting times for berths and excessively long port stays have become the norm. In July, our "DAL Kalahari", for example, had to wait 12 days outside the port of Coega/Port Elizabeth. When the vessel finally berthed, low operational productivity in the port led to further delays and the vessel left the South African coast three weeks behind schedule. SAECS has to omit port calls and change port rotation to maintain schedule integrity. Although port congestions may be an all too familiar occurrence in South Africa, the current situation is unprecedented. We will continue to do everything possible to minimise the consequences of corrective measures. However, all these measures, including operating the vessels at maximum speed, are creating massive additional costs which are not sustainable at the current levels of ocean freight. We will only be able to solve this problem together with our customers.

Yours Heinrich von Rantzau

Scott Shipping: our reliable Mauritius connection

For almost half a century the agency has been an entrusted partner of DAL/UAFL in the Indian Ocean Islands area

MD Xavier d'Unienville (seated, grey trousers) and his team looking determined

About the same size as Greater Berlin, set in the south western Indian Ocean some 850 km east of Madagascar, uninhabited when discovered in the 16th century, Mauritius was successively colonised by the Dutch, the French and the British. Since independence in 1968, its low-income, agriculturally based economy has developed into a middle-income diversified one with growing industrial, financial, ICT and tourist sectors. The House of Scott & Company was established in the capital Port Louis as far back as 1830. Its main purpose was then trading sugar with London refineries, as well as holding agencies and representations.

DAL's history has been closely linked to that of Scott Shipping ever since the former started regular trade with the Indian Ocean Islands in the early 1970s. We take pride having relentlessly accompanied DAL through good and bad years, within the "Capricorne Conference", through the VSA era with competitors Delmas and CMA-CGM, through the long-lasting maritime crisis started with the 2008 subprime mortgages, and on to actual partnerships with MSC and Maersk.

New commodities

Retired Director Virgile Jean-Pierre, a DAL "die-hard" if there is one, remembers the days when textile factories were booming, and export clients queued outside his office begging for some space on the next ships. Sugar was then still bulk transported to England. Today textile magnates have moved to India, Bangladesh and Madagascar, and sugar is refined and all containerised – although still a very low-freight-paying commodity. Nowadays, although in intense competition with the three world leaders MSC, Maersk and CMA-CGM, the market share of DAL (and UAFL) has been showing steady growth. But to be sustainable, Scott Shipping constantly takes up the challenge of maintaining itself as a fully fledged shipping agency providing all core husbandry services. Therefore besides DAL and UAFL, we also represent K Line, cement bulk carriers, edible oil tankers for the local refinery, as well as cruise vessels for P&O and Cunard.

We are correspondents for a dozen P&I clubs and have discovered a very specialised sphere of shipping being involved in a few salvage operations with Five Oceans Salvage (FOS), holding our breaths for at least two of them as heavy fuel oil from those casualties were a direct threat to the pristine lagoons and beaches around the island, causing great concern to the government and our tourism industry. We also serve industrial fishing vessels through our freeport-licensed sister company Seaborne Agencies & Consultants, and have recently embarked in freight forwarding activities with the incorporation of Trust Logistics. Our sales approach – sustained availability and total dedication to customer care and satisfaction, is close to that of DAL as it is the only one that works.

Essberger Dry Cargo's "Ubena" currently employed in the UAFL service

Total dedication

Recently dredged at 16.5 metres, the Mauritius Container Terminal has an annual throughput capacity of one million TEU, operating with seven rail-mounted gantry cranes and 14 rubber-tyred gantries. The stacking area of 21 hectares includes 576 reefer points.

Export commodities produced on the island are sugars, textiles and fish products. The 2018 export market added up to 118,300 TEU, of which 45% was to European countries, France and the UK taking the bigger share. Most of the country's requirements are imported, from foodstuff to vehicles and domestic appliances. The 2018 import market totalled 130,200 TEU, of which 23,300 (18%) were from Europe – DAL's share of this being 5.2%. Port Louis is also well located and geared for container transshipment business, 2018 seeing 140,300 boxes, MSC being the bigger client.

"Seute Deern" is Essberger's former sail training ship

(continued from page 1)

still flying the Essberger flag. For decades her hull has been known to be as pervious as peat, as an expert explained. Following a fire on board last February, a leak in her hull resulted in her sinking in her berth on 30 August. Though it was possible to quickly refloat her with the help of inflatable bags, the interior, including the restaurant fittings, was completely destroyed. Experts reckon the restoration work will cost in excess of 30 million euros. Is it "worth" it?

Most Germans are very fond of their historical and modern sailing ships, but the totally irrational costs for the restoration of the German navy's barque "Gorch Fock" (built in 1958, 81 metres long, home port Kiel) amounting to 140 million euros made people stop and think. Nevertheless almost every German seaport has its own landmark ship. In Stralsund on the Baltic, the "Gorch Fock I" (built in 1933, 82 metres long) is berthed for restoration. In the port of Hamburg lies the barque "Rickmer Rickmers" (built in 1896, 97 metres long). By 2023, restoration work on the four-masted barque "Peking" (built in 1911, 115 metres long) will have been completed, which will likewise be berthed in Hamburg.

Glory under sail

The sister vessel, the "Passat" (built in 1911) has been lying in Lübeck-Travemünde as a museum ship since 1960. Bremen has the "Schulschiff Deutschland" (built in 1927, 86 metres long). Bremerhaven has come to love its "Seute Deern". If it no longer exists they still have the "Alexander von Humboldt II" (built in 2011, 65 metres long). Costing 14 million euros to build, this steel barque was only half as expensive as the expected repair costs on the "Seute Deern". Moreover, the "Alex" with its Beck's beer brewery-sponsored characteristic green sails is still in service. Hundreds of sailing enthusiasts learn about the hardship and beauty of sailing on board the vessel each year.

Getting to know each other and the job even better: two and a half days together at the DAL Agency Network Meeting was a success

Motivational DAL Agency Meeting in Hamburg

With a save-that-date email to all DAL agents in early March and a request to Hammonia Travel Agency to make a hotel block reservation for 50 rooms, the preparations for the 2019 DAL Agency Network Meeting began. Finally, after detailed and extensive preparations, nearly 60 delegates from as far as Mauritius, South Africa, India, Pakistan and UAE and from Finland to Morocco and Portugal to Israel gathered in the impressive surroundings of the villa in Heine Park for this year's convention on 27 and 28 June. Under the moderation and organisation of Michael Davies, Director Trades, assisted by Suzi Steinke, Commercial Manager Trades, the delegates were informed and coached for one and a half days in an intensive programme of informative presentations. These included amongst others an update by Hartmut Luehr, DAL Liner Services Managing Director, on the DAL/JTE Group structure and activities, and an in-depth explanation about the IMO 2020 low-sulphur fuel regulation and its implications given by Ralf Stuewe, Liner Services Operations Manager. From a passionate South African perspective David McCallum, Managing Director DAL Agency Pty, gave an overview and update on the current political and economic situation in South Africa. The UAFL Management team (Dr Dag-Sven Dieckmann, Michael McKeown and Devin Schoeman) gave a deep insight into current developments within the UAFL sphere of commercial and operational/project activities. A view into the future was given by Dirk Lemke (Quality & Processes Manager) with a presentation on DAL's digitalisation strategy and the way forward on this important subject.

To round off the hard work spread over the two days after a motivating presentation by Suzi Steinke (on behalf of the Trades Commercial Management team) on DAL's sales strategy and expectations, all delegates were given the opportunity in workshop groups to discuss a number of important matters and aspects relevant to DAL's sales activities and market approach. In addition to the wide range of presentations and workshop discussions an important purpose of the Agency Meeting is for the delegates to network and meet. The breaks and an evening barbeque on a sultry summer evening gave everyone sufficient opportunities to get to know each other better.

New commercial management for Dry Cargo

John T. Essberger decided to appoint Peter Döhle Schiffahrts-KG to commercially handle Essberger's dry cargo vessels going forward. As of 1 October 2019, our three container vessels will be commercially operated by Blue Net Chartering, a joint platform established by Peter Döhle and Vert S.A., an affiliate of Costamare Shipping Comp. SA. At the same time, our bulkers joined the recently established Hanseatic Unity Handysize Pool (HUHP), a joint venture between Reederei Nord and Peter Döhle. HUHP provides exclusive pool services for currently 23 handysize vessels. JTE is convinced that this decision will increase the achievable rates in the medium term and thus improve JTE's result.

"The decision to work with external commercial partners does not mean we are exiting the dry cargo and container sector, quite the contrary. We will stay invested and focus on our role as asset manager in these markets," said Dr Eberhart and Heinrich von Rantzau in a joint message. "Our long-term employees will stay connected to our vessels in the future. Mr Bordewieck and Mr Gielen have joined the operations and chartering departments of Blue Net Chartering, while Ms Reineke continues her tasks within DAL. Mr Scharnowski will ensure a smooth handover of the commercial business to our new partners before retiring at the end of the year. The asset management will be taken over by Dr Michael Triskatis."

Study about Filipino seafarers brought to light thought-provoking results

Here are some important findings about health and security issues. Happiness is the key

The safety and productivity of a crew not only depend on training. A substantial factor regarding life on board is the crew's physical and mental health. Seafarers who aren't fit or feel unhappy tend to make mistakes. Everyone knows that seafarers have to cope with exceptional strain. Norwegian company Marine Benefits recently carried out an extensive scientific study about Filipino seafarers ("A baseline study of Filipino seafarers on board Norwegian-controlled ships") that brought to light interesting but also thought-provoking results. Here are a few important findings that most probably also apply to the vessels of the DAL/JTE Group.

Essberger Tankers' crews have a tough job – good to see a big smile

Physical: On average, 60% of Filipino crews have excess weight compared to their ideal body weight (IWB) recommended by the World Health Organization (WHO). Two out of three seafarers are either overweight or obese according to WHO's Public Health Standard. A person with excess weight of 4.5 kilos moves 18% slower than a person with ideal body weight. 99% of all Filipino seafarers have a "too big belly". On average, each seafarer consumes 1,064 calories too many each day. The seafarers consume 35% fewer calories when at home compared to when they are on board. They eat more fish at home and consume less sugary drinks. 90% of the total Filipino crew have "abnormal blood pressure". 21% are hypertensive. Long-term high blood pressure is a major risk factor for cardiovascular diseases, stroke, heart failure and chronic kidney disease.

Mental: 8% of the crew have some sort of depression. 6.5% is caused by home sickness. Having a high salary does not bring happiness but convenience. 53% of the crew look upon themselves as being highly stressed.Higher physical activity lowers stress levels. It's recommended that people walk at least 10,000 steps a day (the average seafarer in the study took 9,135 steps a day). When seafarers are bored, they produce mediocre and uninspired work. Boredom camouflages passive resistance. There is a strong correlation between boredom and crew and P&I incidences. 96% of Filipino seafarers see religion as an essential part of their life. The survey shows that the Filipino seafarer is generally happy. On a scale of 1 to 7, the average happiness level is 5.24 while at sea and 5.27 while at home. In an international comparison of subjective happiness, the Filipino seafarer scores 5 – behind Switzerland, Iceland, Denmark and Norway – while Philippine people in general have a level of 3.5511, taking place 90 (!).

The results of this study show how closely health and happiness are connected to the day-to-day work on board. Please feel free to get in touch if you wish to seek expert help – and for tips on how you can help yourself.

Refugee alert

There are strict international rules in case of emergency but Essberger tankers operating in the Mediterranean are well prepared for a worst-case scenario

Boat refugees fleeing across the Mediterranean Sea are still a topic of public debate. The onset of the autumn storms generally leads to a seasonal decline of human trafficker activity. In the last few months, navy presence and privately organised rescue boats have meant that merchant vessels are not called for assistance as much anymore. But the problem remains. Essberger's tankers trading in the Med have never been involved in any rescue operations but are well prepared for such cases. In an emergency, the masters on board will act according to the Emergency Response Procedures/ Mediterranean Refugee Rescue drawn up by Essberger Shipmanagement. Here are some excerpts.

Safety: If refugees are encountered at open sea in a floating boat, or if the vessel receives a distress message from any other source, the vessel is obliged – with all possible speed – to proceed to assist persons in distress and notify the Maritime Rescue Coordination Centre (MRCC) in Rome. All events surrounding the pick-up shall be recorded in the official log-books. The MRCC should be advised what type of cargo is carried, before the refugees are taken aboard. The MRCC will provide the master with an action plan as to where the refugees will be handed over to a military rescue vessel or the nearest shore facility. Those boarding the vessel should be assessed as to possessions of weapons and lighters/matches. An attempt should be made to congregate small groups in separate areas and instigate a form of crowd control. Whilst all refugees must be treated humanely, the safety of the crew remains paramount.

Security: The company is the victim of a situation not the perpetrator of a crime. The vessel must remain secure and rescued persons be guided as to the areas they can access. Accommodation area, bridge and engine room shall be out of bounds.

Well-being: The crew should try and provide as much comfort as the situation will allow. Food, appropriate shelter and first aid measures should be offered. The master, in regions where refugee assistance is possible, should ensure the stock levels of basic foodstuffs with a long shelf life are maintained at reasonable levels.

Big burden for the crew

This situation burdens the vessel with a very large group of people on board with little time for preparation. Essberger tankers trading in the Mediterranean Sea are equipped with additional medicine and emergency kits including portable folding toilets, protection kits against contact with blood and viruses such as disposable suits and protection glasses, soap, barrier warning tape, crowd management wristbands with numbers, protection canvas, high-visibility orange vests, aluminium rescue blankets, cable binders, disposable plastic spoons, paper plates, soup tureens and garbage containers to name a few items. Our vessels are prepared for emergency cases, which will hopefully never happen.

"Love your work, do the best and your gender will never define who you are"

Angie Mae Cagud, chief mate of "Ubena", holds a master's degree and was honoured for her outstanding performance

With full determination Angie Mae Cagud made it to the bridge of "Ubena"

For her outstanding performance, Chief Officer Angie Mae Cagud was nominated for the PTC (Philippine Transmarine Carrier) Award for Outstanding Performance in May 2019. She is a chief officer of the PTS/Transocean Shipmanagement/Essberger Crewing Services and currently employed on our container vessel "Ubena" (2,200 TEU) in the UAFL Indian Ocean Islands/East Africa/ Gulf trade. Angie Mae's accomplishments and achievements in her career as a seafarer are outstanding. Here is her inspiring story: "Even when I was small, my parents believed that one day I can change the life we live. I remember when I was in elementary school.

"Why are we so poor?" she asked her father

I saw some of my classmates have nice things, and I don't have any. When I asked for ice cream my father would tell us: "Ice cream doesn't taste good, ice candy does." I once asked him: "Why are we so poor?" He said it is not our fault we were born in a poor family, but it will be if we are not able to change our life as adults. He said we should study hard because it will be our only chance. I dreamt of becoming a nurse. I was told then that it is expensive to become one. My father's friend knew our predicament and told me that the JBLCF offered scholarships for intelligent students regardless of gender. Believing that I am, I ended up enrolling in BSMT. My first challenge was getting that scholarship plus I am a woman. I tried my best to get good grades. I belonged to the top section at first but lost to the more competitive. I became a student.

My parents do not have a permanent source of livelihood and I was given the challenge of surviving on my own. I became a working student assigned at the Navigation Laboratory for three semesters. My tuition fee was free, but I had to work to be able to pay for my other fees. I worked during summers just to have money for down payment for the miscellaneous fees. I could only eat twice a day for two years. When I was in third year I became the editor-in-chief of the Navigator. With the full scholarship, I was able to at least lighten my day-to-day load to survive. During graduation I just borrowed the summer white uniform used for pictures for the yearbook and used my uniform pants. My brother was able to buy me a new pair of shoes and that's it. No more celebration. Life was hard after graduation. The company which took me as a placement passer was not able to deliver. So I ended up walking in uniform all over Ermita, Ayala and Makati looking for a company. I couldn't go home. My parents couldn't afford a ticket for me to go back to Manila instead. So I walked for kilometres because I didn't have any money for the fare. However, as long as you pray, God is good with His provision: PTC/ TOS took me in.

In 2008, at the age of 21, I sailed as a cadet on my first vessel, "Maersk Launceston"/"DAL Kalahari". I was the first and only female in the cadetship programme. It was challenging because I needed to prove that I can succeed regardless of my gender. I told myself that in ten years' time I'm going to be a master.

In 2009, I passed the Officer-in-Charge for Deck Licensure exam and I joined as Jr. 3rd mate. I was promoted as 3rd officer in 2010 and 2nd officer in 2012. I worked on the same vessel for six years and in 2013 got the chief mate badge. In 2014, I was transferred to a bulk carrier and in 2016 I returned to a container vessel and was finally promoted to chief officer of the 21-year-old "UAFL Zanzibar" trading pirate areas. After two years and four contracts as a chief, I finally became a master.

Crew has top priority

Working in a male-dominated job is not so easy. When I was a cadet, my crewmates pushed me to my limits as a woman. As a woman, I was courted, insulted and underestimated, but I stood my ground, but as chief officer I slowly gained their respect.

As a woman, we deliver a different kind of job. We are more focused on details, we have a softer heart. The welfare of my people is topmost priority for me. I ensure that when they are given work, they finish it safely as I know they have families waiting for them to come home. I've been working in this industry for ten years, and I spent seven years on board the vessels, only three years for vacation ironically spent on training. But it doesn't matter. I have already acquired properties and helped my family. I also have five scholars in high school. This is a testimony of faith in yourself. With determination, sacrifices and hard work nothing is impossible. Set your goal, work hard and never give up. Never stop learning because knowledge is the key to success. Do not be intimidated because you're a woman. Love your work and do your best. Your gender will never define who you are."

Long time no see – where is the "DAL Kalahari"?

Back in 2005, the "DAL Kalahari" (4,500 TEU) was built at the Odense Shipyard in Denmark. For nine years she was employed in the SAECS Europe to South Africa trade. When in 2014 bigger vessels had to be employed in this trade the "DAL Kalahari" was charted out to Maersk and traded in the East Asia to Australia region under her new name "Maersk Launceston". Lately we have seen her in the West African area before she headed to a shipyard in northern China where she will see a thorough refit. Originally built as a post-Panamax container ship she is now fit to pass the recently enlarged locks of the Panama Canal. To meet the new regulations of the Panama Canal some additional steel work will be done at the yard. What will be next? This is not in our hands, we have to leave that to the charterer.

Whereabouts

October 2019

Ship's name	Master	First Mate	Chief Engineer
Agnes Essberger	Robert Waldon	Viacheslav Leonov	Piotr Popiel
Alcedo	Auke Bijlstra	Rik Bolwijn	Sipke Steenbergen
Amalie Essberger	Adam Incewicz	Daniel Kubacki	Vitaliy Kolesnyk
Anneliese Essberger	Peter Troost	Wojciech Nowak	Pieter Pasterkamp
Annette Essberger	Lien Jeanne Huyghe	David Jones	Roel Tichelaar
Ardea	Alex Buren	Eriks Ciblis	Jelle Spoelstra
Caroline Essberger	Nicolaas Bruinsma	Pawel Pawlik	Teunis Oskam
Christian Essberger	Krzysztof Osuch	Mateusz Borysewicz	Miroslaw Jaworski
Dutch Aquamarine	Gerardus Wijnands	Krzysztof Maniecki	Willem Vijverberg
Dutch Emerald	Thierry Micha	Pieter Labee	Hendrik Van Schoonhoven
Dutch Faith	Sander De Bos	Chris De Boer	Jan Sonneveld
Dutch Spirit	Nicky Nicolaas Petrus Burger	Roger Oenema	Geert Sap
Eduard Essberger	Gocha Bezhanidze	Antonio Jr. Ocampo	Sergey Panishev
Ellen Essberger	Mariusz Borek	Denis Vlasov	Dmitry Shcherbov
Elsa Essberger	Lukasz Antczak	Tomasz Kozyra	Lukasz Zeromski
Georg Essberger	Jacek Borysiuk	Piotr Adamski	Guilherme Bacelar
Gisela Essberger	Ali Ayara	Rafal Garbacz	Artur Kazimierz Gzella
Helga Essberger	Waldemar Literski	Jaroslaw Krok	Olegs Cerepanovs
Johann Essberger	Andrei Malenkov	Juris Jurionas	Valerii Mersiianov
John Augustus Essberger	Jaroslaw Spors	Arkadiusz Duczynski	Andrzej Sullik
Liesel Essberger	Antonio Petinga	Damian Rechnio	Leonid Volkov
Lisa Essberger	Albertus Linthorst	Willem Schot	Hendrik Post
Lucy Essberger	Albert Ten Wolde	Jakub Nadaj	Stefan Kluijfhout
Maersk Launceston	Mariusz Pleskacz	Dmytro Stygar	Gleb Kolechkin
Patricia Essberger	Maciej Kaminski	Szczepan Pachula	Zoran Zambata
Philipp Essberger	Boguslaw Olbrys	Tomasz Rembisz	Piotr Kret
Theodor Essberger	Arkady Khramushin	Pawel Bula	Saturnino Yuson
Ubena	Konstantin Kveselevich	Angie Mae Cagud	Costica Tuca
Ulanga	Ioan-cristian Cioban	Marcelo Borbon	Dony Merwoto
Ursula Essberger	Cornelis Lodder	Els Impens	Ralph Huibers
Wilhelmine Essberger	Nicolaas Van Den Belt	Cornelis De Snaijer	Johan De Jong
Selinda (under new management)			
Swakop (under new management)			
Zambesi (under new management)			

Aus der Reederei-Familie

Jubiläen

40 Jahre

Capt Karel van der Klooster
13.09.1979

Henk van Meesbergen, C/E,
11.10.1979

Jan Laurey, C/E,
19.10.1979

25 Jahre

Ricky Mendoza Salido, CCK
26.09.1994

Orestes Jr. Bautista Gregorio, CCK
06.10.1994

10 Jahre

Ephraim Jireh Cabadonga Rubenial, 2/O
30.09.2009

Joseph Arnel Patrata Aguirre, AB
30.09.2009

Sunny Ray Jr. Sabalburo Palisoc, AB, 30.09.2009

Alfred Sampayan Escalante, AB
02.11.2009

Besondere Geburtstage

85 Jahre

Hans Peter Sommerhoff
20.09.1934

80 Jahre

Olaf Clasen, 21.11.1939

70 Jahre

Wolfgang Ignorek, 10.10.1949

65 Jahre

Capt. Zarko Boko, 09.09.1954

Leonid Volkov, C/E, 26.09.1954

Heide-Lore Jahnke, 14.10.1954

50 Jahre

Tijnk Gerlof Jelle, C/E, 18.09.1969

Nixon Cabios Yanguas, 3/E,
22.09.1969

Manulito Macandog Espinoza, PMP, 24.09.1969

Roberto Bose Bergado, AB,
12.10.1969

Oslam Teunis Floris, C/E,
25.10.1969

Neue Mitarbeiter an Land

Alexander Barkowski,
Operations JTE

Jacqueline Brand-Stothfang,
Operations JTE

Heike Hachemi,
IMOS JTE

Marc Jarisch,
Chartering JTE

Patrick Moog,
DSA Düsseldorf

Claudia Rudebeck,
Empfang

Melanie Wist,
DSA Frankfurt

In den Ruhestand treten

Elke Münsterberg,
Shipmanagement, 30.09.2019

Brigitte Gercke, *Empfang,*
31.10.2019

Geheiratet hat

Herr Cornelis Dijkstra
(geb. Veldhuizen-Dijkstra)

Neue Auszubildende an Land

Hannah Gau, *DAL (Duales Studium "Maritimes Management")*

Johanna Ring, *DAL*

Sophia Pettke, *JTE*

Timon Spreckels, *JTE*

Richtig versichert?

Da kann man viel verkehrt machen. Deshalb ist Beratung so wichtig. Diesen Service bietet MTI im eigenen Haus

Kfz-Versicherung? Klar, die benötigt jeder. Aber wie und bei wem, da kann man schon einen Rat gut gebrauchen. Versichern lässt sich heutzutage alles: Haus und Hof und Haftpflicht, Rechtsschutz, Leben und Alter, das Angebot ist universal. Was macht Sinn, was ist überflüssig? Wer kann einen seriös durch den Dschungel des Versicherungswesens führen, ohne dabei vor allem auf seine Courtage zu schielen? Wem darf man heute noch vertrauen?

Wie wäre es zum Beispiel mit unserer Kollegin Meike Wachta? Oder mit Herrn ter Haseborg? Die beiden sitzen hier in Hamburg und arbeiten bei MTI (Marine Transport Consulting GmbH), der Versicherungsabteilung der DAL/JTE Gruppe. MTI ist ein zugelassener Versicherungsmakler, der nicht nur für die großen Themen auf dem Schifffahrtssektor tätig ist, sondern auch allen Mitarbeiterinnen und Mitarbeitern für die Versicherungen des täglichen Gebrauchs mit einem freundlichen Rat zur Seite steht – und den gesamten Bereich der privaten Versicherungen abdeckt. Alles bei uns im Haus.

Meike Wachta weist darauf hin: „Die Policen laufen am Ende des Jahres aus. Man sollte auf jeden Fall berechnen, ob es nicht günstigere Tarife gibt. Gegebenenfalls lassen sich die laufenden Policen noch bis November kündigen, wenn sich etwas Besseres findet." Sie gibt auch gleich aktuellen Hinweise: „Wer als Azubi ausgelernt hat, ist nicht mehr bei den Eltern mitversichert, sondern fortan selbst für seine Haftpflicht-Versicherung zuständig. Das kostet 49,10 Euro im Jahr.

Wer als Single eine eigene Wohnung bezieht, sollte sich über die 67 Euro im Jahr für eine Hausratversicherung Gedanken machen. Und wer etwas für seine Alterssicherung tun will, der kann dafür staatliche Förderungen und einen Beitrag des Arbeitgebers anzapfen. Wir bieten eine ausführliche Beratung, was sich lohnt und was nicht. Holen Sie sich doch mal ein Angebot." MTI verfügt über gute Konditionen bei ihrem Partner HDI (Haftpflichtverband der deutschen Industrie). Die fünf Mitarbeiter/innen im Essberger-Haus (Parterre) freuen sich auf Ihren Besuch.

What a beautiful horse! *The four-year-old gelding is called Be Master and won the 3200-metre race by almost a length to take home the Deutsche Afrika-Linien Prize at the 150th Hamburg Derby meeting. Be Master comes from the Czech Republic and was ridden by jockey Jozef Boijko. The DAL/JTE Group has been a partner of Hamburg's turf club for many years. The Hamburg Derby is one of the biggest social and sports events. Also attending the race were Georg von Rantzau and his wife Ann-Mari, who handed over the prize in the presence of turf club chairman Albert Darboven.*

A brilliant future for four new trainees...

...at least that's what we hope. An apprenticeship with the DAL/JTE Group opens the world for them

Hannah Gau, Johanna Ring, Sophia Pettke, Timon Spreckels – a new generation

They are lucky to be a trainee with DAL/JTE, we are happy to have them: Johanna Ring (DAL), 20, is from Heide/Holstein. She likes France and speaks French, and she has some work experience with the seamen's mission. This raised her interest in shipping. Timon Spreckels (JTE), 18, was born in Stade/Lower Elbe. He did an internship with a bank and travelled to Amsterdam, where he was very impressed by the bike traffic. Table tennis is his favourite sport. Sophia Pettke (JTE), 20, was born and raised in Hamburg. Her internships include working as a fitter at the Lürssen Norderwerft and gaining insight into border customs at Hamburg's airport. For six months she volunteered at various projects in South Africa. Her mother has a Greek background, so Greece is her second home. Hannah Gau (DAL), 19, from the Baltic city of Rostock, is a "dual student" studying Maritime Management in co-operation with the Hamburg School of Business Administration. She learned and lived in Sweden, New Zealand, Denmark, Israel and she has close ties to Finland. Travelling is still her favourite pastime. Her internships include working at Rostock Zoo, at a kindergarten, with a surgeon and as a waitress.

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"We can offer our apprentices excellent job opportunities in the shipping industry"

Silke Steinfurt, Head of Human Resources department, talked to DAL/JTE News about a changing educational system

Ms Silke Steinfurt is in charge of the Human Resources department and in this position has an eye on the recruiting process of new trainees. She sees a negative trend when it comes to the education programmes of schools and universities. She explains what the shipping industry has to offer instead.

DAL/JTE NEWS: Ms Steinfurt, you see the new website as another tool to attract new trainees. Is the shipping industry so unattractive that it has to advertise its advantages?

STEINFURT: The shipping industry is by no means unattractive. But even in a city like Hamburg, where you can't fail to notice its port, hardly any of its youth are aware that you can also pursue an exciting career in a commercial profession in shipping. Incidentally, other competitor shipping companies have the same problem. A website can help to explain and make this line of business more popular again.

DAL/JTE NEWS: In the past, such problems were unheard of, right?

STEINFURT: A couple of years ago, getting a traineeship in a renowned shipping company was seen as a privilege. For our seven to eight traineeships we offer each year, we'd receive more than 200 applications. Today we are glad if we receive 50. What's more, the quality of those applications has decreased significantly.

DAL/JTE NEWS: What do you think are the reasons for this?

STEINFURT: In Hamburg there are only district schools and secondary schools now. The aim is to enable as many pupils as possible to pass their university entry exams. So the pupils' focus is on going to university, of course. Vocational training plays no role whatsoever at secondary schools, the schools don't aim at qualifying their pupils for vocational training or an apprenticeship. Hamburg's education board makes it compulsory for pupils to complete a vocational orientation week but this makes hardly any difference. In my opinion, schools should make more of an effort to present the realities on the job market. So we now visit schools ourselves to offer advice and to present our apprenticeship programmes.

Today's youth are overwhelmed by the offerings of colleges and universities, with too many different or even the same courses, promising quick completion times. These courses are usually bachelor degrees, but from our experience such courses usually don't provide any on-the-job training. We sometimes have bachelor trainees in our company who know almost nothing when it comes to what is required here. Bachelor degree graduates often have an unrealistically high image of themselves and expectations towards the company that don't fit. Even if you have a bachelor degree, you first need to learn your trade. Many students realise during their study path that it isn't what they expected and then have to reorient themselves. That applies to almost one in three students. In such cases it would've been better if the school had provided better vocational orientation to start off with.

DAL/JTE NEWS: Which order would you recommend for a professional career?

STEINFURT: For those seeking a career in shipping, I'd recommend completing a well-founded apprenticeship first. For pupils with university entry qualifications the apprenticeship takes 2.5 years. Our apprentices have excellent job opportunities, not only because we usually offer them a job afterwards but other shipping companies are also very interested in our highly-trained young people. If you wish to pursue further qualifications in your free time, we will support you. And if instead you want to do a full-time degree course at university afterwards, an apprenticeship is a very good foundation. But, of course, we try to keep the best apprentices in our company.

Contact person at the Human Resources department: Silke Steinfurt

DAL/JTE NEWS: Aren't there any applicants from the rest of Europe or among the refugees?

STEINFURT: What normally rules this out is fluency in the language, because the lessons at vocational school are in German. The applications we receive from abroad are usually not for an apprenticeship but for a specific job.

DAL/JTE NEWS: What do you offer your apprentices that other companies don't?

STEINFURT: We are a comparatively small, traditional, family-run shipping company active in the most important shipping-relevant fields. We deal with container ships, tankers, and ship management with all its international facets: the whole world of shipping in one company, plus the beautiful location with a view of the River Elbe. We pay our trainees 725 euros in the first year, 850 euros in the second and 975 euros in the third. The starting salary then lies between 2,500 and 2,600 euros depending on age. After that, we pay according to performance and dedication to the job.

DAL/JTE NEWS: And what are you looking for when choosing your future apprentices?

STEINFURT: Good school qualifications, personality, open-mindedness, self-initiative, outgoingness. We also expect our staff to live and understand the world of shipping. It's not just a usual nine-to-five job, because our ships don't operate like that either. So I think it's by no means an exaggeration to say that once our apprentices have completed their training programme, the world is their oyster.